



November 2015



F-15 Eagles from the 104th Fighter Wing take off, bound for Nellis Air Force Base, Las Vegas, Nevada on Oct. 30, 2015, to participate in the United States Air Force Weapons Instructor School. See full story on page 4.

(Photo by Senior Master Sgt. Robert J. Sabonis)



Lt. Col. Charles Coulouras

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PRIDE, PROFESSIONALISM, PATRIOTISM

Commander's Column

By Lt. Col. Charles Coulouras, 104th Logistics Readiness Sq. Commander

When you hear of the Logistics Readiness Squadron, what comes to mind? Is it a new pair of boots? A new uniform? Perhaps it's the parts you've been waiting for to fix an aircraft? Well, the Logistics Readiness Squadron is responsible for these items as well as many other many facets of wing support. In fact, the squadron is comprised of four flights and two sections which perform distinct tasks yet share a common vision of "delivering excellence in logistics support."

The largest area of LRS is the Materiel Management Flight. As mentioned above, this is the place you go to get your new boots and ABUs. But they are also responsible for managing many of the assets which support the flying mission, the civil engineering mission, the security forces mission as well as many administrative supplies for the base. In total, they are responsible for a warehouse inventory of over 6,000 line items with a value of over \$23 million. They are also responsible for managing the base's equipment inventory, valued at over 67 million dollars, the Individual Equipment inventory valued at over \$3 million and the Mobility Readiness Spares Packages (MRSP) valued at over \$12 million. If you are not familiar with the MRSP, it's the package of spare parts used to support the aircraft at a deployed location.

Another large area of LRS is the Vehicle Management Flight. Vehicle Management personnel are responsible for maintaining and accounting for the wing's vehicle fleet of 129 vehicles. Although most of the vehicle maintenance personnel carry only the 2T3XX AFSC, they are responsible for knowing how to repair 50 different types/models of vehicles encompassing 19 different manufacturers. Included in those vehicles are the wing's snow vehicles, fire trucks, R-11 refuelers and sweeper trucks. Accounting for the vehicles and supervising the maintenance production is another important job and that is accomplished by the personnel in the Vehicle Management and Analysis Section.

To keep our aircraft and vehicles moving, an abundant amount of fuel must be managed and distributed. This is the role of the Fuels Management Flight. They manage all the jet fuel used by the F-15s, the diesel and unleaded fuel used by the wing's vehicle fleet, as well as all the liquid oxygen used to support the pilots in-flight. For FY 15, they issued over 4.5 million gallons of jet fuel, 15 thousand gallons of unleaded, 28 thousand gallons of diesel and 11 thousand gallons of

liquid oxygen. In addition, the fuel management personnel not only manage the distribution of the fuel and lox, but they are also responsible for testing the products to ensure all safety requirements are met or exceeded.

The Distribution Flight is comprised of the Distribution Section (TMO), where transportation arrangements are managed for both personnel and packages and the Plans and Integration Section (LGRDX, Logistics Plans), the section that manages all wing deployments. For Calendar Year 2014, the Distribution Section oversaw the travel of 811 passengers and the shipment of over 7,000 packages. Remarkably, this enormous amount of work is accomplished by only 5 full-time and 9 drill-status guardsmen. This includes two Vehicle Operations personnel whose responsibility is to deliver packages to customers after receipt/issue as well as provide vehicle operations support for other wing functions.

Similarly, with only three full-time and three drill-status guardsmen, the Plans and Integration Section manages the planning and execution of all wing deployments. They provide direction to the mobility work centers, including the Cargo Deployment Function, the Personnel Deployment Function, the Unit Deployment Managers and the Deployment Control Center. They also manage deployment related training and the

(Cont'd on page 3)

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Alcoholism is treatable!
Need help? Call 1-800-410-2560
Sexual Assault S.A.F.E. helpline
1-877-995-5247

Commander's Column continued

coordination of Air Mobility Command airlift used by base personnel. Interestingly, in regards to mobility operations, most LRS members, regardless of their primary AFSC, play a pivotal role in wing deployments. Being spread out through several mobility work centers, they are responsible for inspecting, moving and loading cargo onto aircraft as well as safely transporting passengers when required throughout the mobilization process.

Finally, to complete this discussion of

the Logistics Readiness Squadron, the Operations Compliance Function and the Commander's Support Staff (CSS) are pivotal in supporting all squadron personnel. The Operations Compliance Function manages the training, quality assurance, resource management and client systems. The CSS includes personnelists and administrative personnel who perform and assist squadron members with human resource management, office management as well as the pay-affecting AROWS, DTS

and ATAAPS programs.

Together, the many LRS personnel with different skills, knowledge and experience comprise the backbone of logistics support for the 104th Fighter Wing. With their dedicated efforts, the squadron is able to accomplish its logistics mission while simultaneously enabling the wing to accomplish its goal of "maintaining the highest degree of combat capability."

Rugged Maniac—Calling Team BANG

By Staff Sgt. Dacia Lucas, 104th Fighter Wing, Maintenance Group

I've had the pleasure of participating in the Rugged Maniac Obstacle Race since 2011. This is a 5k race featuring 25 obstacles. These obstacles include mud pits, rope climb, low crawling under barbed wire, leaping over fiery logs... it tests your fear of heights as you climb over 14 foot walls, you must make your way in the dark through winding tunnels surrounded by dirt, fly down a giant slide into a pool of murky water, and in the end there is a warped wall you will conquer!

It is held locally at the Motocross track in Southwick. Each year we enter a team consisting of Barnes members and their families. We call ourselves "Team BANG" for "Barnes Air National Guard." We have a team ready to go for next year. **The event will be held Saturday, September 24, 2016. Team BANG**

is signed up for the 10:30 a.m. heat!! To ensure you get the lowest price, it's imperative you sign up now, as it is only \$39. The price will go up every couple months until race day, so I encourage you to sign up now if you are interested.

This event is truly a great time! We arrive early and have coffee and a light breakfast. Then, after the race, we have a cookout and go back down to the after party, where they have adult beverages, pull-up competitions, stein hoisting contests, bull riding, and a DJ.

If you are interested in bringing a dish or beverage to the party, please contact myself or Capt. Denis St Jean. We will make concrete plans 2 weeks out from the event. Hope to see you there!!



104th supports USAF Weapons School at Nellis AFB

By Maj. Mary Harrington, 104th Fighter Wing Public Affairs Officer

Our most successful life achievements are collaborative... success is scarcely ever the result of one effort. Together, we combine our greatest skills and determinations to attain the ultimate accomplishments.

This fact of life is quite evident at the USAF Weapons School's Weapons Instructor Courses (WICs) at Nellis AFB, "home of the fighter pilot." The USAF Weapons School's WICs provide graduate-level training to tacticians, ensuring cutting-edge training and full-spectrum preparation for land, air, cyber and space battle. The five-month program includes about 400 hours of academics, combined with arduous combat training missions.

Support for each WIC is provided by military units throughout the country, with the Air National Guard taking an increasingly larger role. "Air National Guard support for the USAF Weapons School bridges the gap between Weapons School requirements and active duty sortie generation capacity. The continued support allows the USAF Weapons School to produce the number and quality of Weapons Officers the USAF so desperately needs. This is a shining example of Total Force Integration done right. The USAF is more lethal because of the maintenance and operations support delivered by the ANG and AF Reserve here at Nellis," said Lt. Col. Jeffrey Cannon, a deputy commandant at the USAF Weapons School.

Currently, 114 members of the 104th Fighter Wing, Barnes Air National Guard Base in Westfield, Massachusetts are deployed to support the USAF Weapons School for two weeks. The mighty F-15 Eagles will simulate adversaries in the air. During the upcoming "Core II" phase of training, students focus on "integration academics" and hands-on mission planning exercises. Integration academics include everything from offensive-counter air, defensive-counter air, suppression-of-enemy air defenses, electronic warfare, low-observable strike as well as nuclear, space and cyber warfare. The Weapons School trains USAF airmen to be the world's best

across the total spectrum of air, space, and cyber warfare.

There are two Weapons School classes per year lasting five months each. Each class graduates 120 students across all weapons systems in the USAF inventory. Students specialize in different airframes, weapons or specialties. Of those 120 students, about three are from the F-15C community. Maj. Michael Glass, a 131st Fighter Squadron pilot, is the 104th Fighter Wing's most recent Weapons School graduate, completing the demanding course last June. Graduates wear the illustrious Weapons School graduate patch, a prestigious honor for the top guns. "We have about nine Weapons School graduates assigned to the 104th Fighter Wing, eight of which fly with the 131st Fighter Squadron," said Lt. Col. Tom Bladen, the 104th Fighter Wing's Operations Group commander. "This is an impressively high number, compared to active duty squadrons, which normally have about two or three graduates."

"Wings rely on the Weapons School to produce weapons officers; the Weapons School depends on those wings to provide the support required to produce the weapons officers," said Lt. Col. Jon Berardinelli, another deputy commandant of the USAF Weapons School. "Over the last six months, we have asked the Guard to provide even more support in the adversary role. It's something that we need, due to a reduced number of active duty assets, and it's trending in the right direction. A formal arrangement is going to take a collaborative effort and commitments across all Major Commands and the National Guard Bureau - all for the greater good."

"The 104th has been supporting the Weapons School for many years," said Col. James Keefe, Commander of the 104th Fighter Wing. "Whether back in the A-10 days or now with the F-15C's, we take this role as our responsibility to ensure we have the most highly trained fighter pilots protecting our nation. It's important to us, the US military, and the nation," he said. "Through our consistent support of the Weapons School, the 104th has helped maintain a consistent flow of highly trained USAF aircrews

for not only the Air National Guard, but also for the active duty and reserves. Today's total force Air Force is a seamless team that can integrate at a moment's notice to defeat any adversary. With the drawdown of our active forces and decreasing defense budgets, we, the ANG, need to fill in wherever we can to ensure the security of our homeland and our allies."

"Each person on this deployment plays an important role," said Maj. Michael Dibrindisi, project officer for the 104th Fighter Wing's Weapons School support effort. "On top of primary jobs, there are multiple additional duties that our members pick up to ensure that our group is working collaboratively and our performance is top notch," said Dibrindisi. "For example," added Master Sgt. Elvis Martinez, "I am a non-destructive testing technician as my primary air force specialty code, but on this trip, I am also helping with taking pictures of incentive rides, providing transportation and more," he said. "I really like that because we are getting hands-on exposure to other career fields beyond our own. In turn, there's much better synchronization and teamwork. The experience helps all of us in numerous ways," said Martinez.

The 104th Fighter Wing's Weapons School deployment is the first of four significant events for the Wing in fiscal year 2016, followed by Red Flag, a EUCOM deployment and an air show. "All of this experience ensures that we are ready when our nation needs us and we can demonstrate to our community what the members of the 104th Fighter Wing do every day to be the most respected fighter wing in the Combat Air Force," said Keefe. "Meanwhile, back at the Barnes, we are still performing our 24/7 air sovereignty alert mission to protect the northeast corridor of the United States. The Massachusetts Air National Guard also recently announced another state partnership program with Kenya, in addition to our existing partnership with Paraguay. I think all of this speaks to the versatility of the Air National Guard and its people, and the importance of our collaborative contribution on many fronts...home and abroad."



Safety: How goes it?

By Senior Master Sgt. Thomas Dumais, 104th Fighter Wing Safety Office

The unit has experienced two injuries since the last How-Goes-It.

- Worker lacerated finger, ER for evaluation and treatment, less than first aid
- Worker injured shoulder moving furniture, personal physician for evaluation and treatment, TBD

The unit has experienced zero mishaps since the last How-Goes-It Great job!

With daylight savings ended and the holidays fast approaching, below are several ideas to assist you and your families in staying safe through the holidays and into to spring.

DRIVING - Do check your tires and wipers, have an emergency kit in your vehicle, keep a safe distance, slow down on slippery roads, allow yourself additional time. **Don't** speed, travel too close, drink and drive, or get distracted!

FOOD - Do make sure hot food remains hot and cold food remains cold.

Don't cross contaminate meats with produce and vegetables.

PARTIES - Do make sure there are designated drivers; there is ample food to consume, fun remains fun, and offer coffee and other non-alcoholic choices. **Don't** allow friends to drive drunk.

ALCHOL - Do make sure there are designated drivers, there are nonalcoholic choices, and everyone has a ride or a place to stay. **Don't** forget the Do's

DECORATIONS - Do make sure they are UL rated properly if they are to be used outdoors. **Don't** put yourself in danger putting them up and don't overload circuits.

ELECTRICAL SAFETY- Do use properly rated cords and circuits for your decorations, make sure items are unplugged when not attended. **Don't** overload cords and circuits, run cords under rugs, through walls, or inside ceilings.

GERMS- With everyone's homes closed up what a great place to spread

germs. Make sure you encourage frequent hand washing and place bottles of hand sanitizer in strategic locations. It's a cheap and effective way to help control germs and if it's there, they will use it!

Hopefully you have already checked your smoke and CO detectors and changed the batteries. If not this is the weekend to do it! Many times the difference between life and death in a fire is a working smoke or CO detector. As hard as it is to believe, approximately 40% of all fire fatalities in homes can be attributed to the smoke and CO detectors being disabled (batteries removed) or not functioning. For many older homes they only have smoke detectors. This is OK as long as you don't burn anything such as wood, oil, pellets, gas, or propane for heat. If you do; YOU NEED A CO DETECTOR! Your life and the lives of others are at risk without one! Let's start out and finish the holidays, SAFELY! Let's all start by doing our parts to make it a Happy Thanksgiving!



Chaplain's Corner - The two most powerful words, Thank You

By Lt. Col. Steve Misarski, 104th Fighter Wing Chaplain

In November, we celebrate two important holidays: Veterans Day and Thanksgiving. On Veterans Day, we, who are veterans, run from restaurant to

restaurant, taking advantage of free dinners and other perks. These are ways businesses express their thankfulness to the sacrifice military personnel have made for the sake of American way of life. On Thanksgiving, we gobble up piles of turkey and fixin's to express our thankfulness to God for all the other things we enjoy. That seems like a lot of gorging and not a lot of giving of thanks.

Here are four reasons we should engage in Giving Thanks or the Discipline of Gratitude:

1. **Resiliency.** Yup, I said that word. It simply means "healthy on the inside." My attitude can get really crappy when I see things through critical lenses. Thankfulness feeds my spirit and re-orientates my attitude. My discipline is to

come up with 25 things a day that I am thankful for. I call them my "Attitude Push-Ups." They have been a key to inner health for me.

2. **Enjoyment.** We have so many good things in our life that we do not even notice them and take them for granted. Expressing thanks helps us stop and recognize the "goodnesses" that we are surrounded by. The Psalmist says, "Praise the Lord, o my soul, and forget not all his benefits..." (Psalm 103). He goes on to list the benefits. We become numb and forget that we live in one of the most blessed countries in the world. Stop and savor it.

3. **Relationships with People.** A better attitude helps with my relationships but actually expressing thanks out loud to others is another way to improve family, work and community relationships. People are drawn to those who compliment and appreciate them. Workers work harder for supervisors who stop every once in awhile and say thanks. Make it part of your management style. Your children will

follow your example if they see you modeling thanksgiving.

4. **Relationship with the Almighty.** For those of us who are God-oriented, we know that everything we possess has come from the hand of a Benevolent Transcendent Being, including the energy, skill and abilities to produce wealth (Deuteronomy 8:18). We develop that relationship with God by spending time expressing thanks for his provision, protection and salvation. Just as a parent loves to hear our children say "Thanks," so I believe that our heavenly Father loves to hear our expressions of gratitude.

Let us stay healthy as Airmen and families by practicing the Discipline of Gratitude.

The Chapel door is always open. Make an appointment for Friday or Saturday by phone (698-1057) or email or stop in anytime (front side of Gym/Bldg 12) or catch us as we walk around.

Council International du Sport Militaire - Biking event

By Maj. Sean Cahill, 104th Civil Engineering Officer

Maj. Sean Cahill, of the 104th Fighter Wing's Civil Engineering Squadron, traveled to Mungyeong, Korea Sept. 30 – Oct. 12, 2015 to participate in the 6th CISM Military World Games. The eight man USA Armed Forces Cycling Team, comprised of the best

American military cyclists, competed against some of the top professional cyclists in the world in an 82 mile race held on Oct. 7. The race contained 87 participants from 16 countries that included professional military cycling teams from France, Germany, Russia, Brazil, Korea and Iran. Maj. Ian Holt of the US Armed Forces World Class Athlete Program and Maj. Cahill were the top finishers for the US in 45th and 47th place, respectively, coming in at the tail end of the lead

group. The race was dominated by the host nation of Korea as their riders took home the individual gold and silver medals as well as the gold medal in the team competition. The average speed for the race was a blistering 28.3 miles per hour

with a finishing time of 2:51:33.

The CISM Military World Games is held once every four years, the year prior to the summer Olympics, and its purpose is to promote peace through sport. Over 6,100 athletes from countries around the

was something I will never forget. Also, we shared a bus with the team from Iran whenever we had to go back and forth to the race course. It was tense at first but we figured out they were pretty much guys just like us who liked to go really fast on

their bikes. We put the differences of our nations aside and talked about our families, where we lived and our favorite places to ride." The next CISM Military World Games will be held in 2019 in China.

For More Information:

2015 Military World Games

<http://www.korea2015mwg.org/munkyoung/overview/index?lang=en>

Video shot during the race

<https://youtu.be/cJQgeVDgMKA>

Article written about race

http://www.army.mil/article/156866/US_Army_cyclists_finish_131K_race_at_CISM_World_Games/



Photo of Major Cahill leading early in the race.

globe participated in the 2015 games.

When asked what were a couple of the most memorable moments of his trip Major Cahill was quick to note, "Marching into the stadium filled with 10 thousand plus people during the opening ceremonies





**BOYS & GIRLS CLUB
OF GREATER WESTFIELD, INC.**

Veterans Breakfast

When: Wednesday November 11, 2013

8:30am ~ 10:00am

**Where: The Boys & Girls Club of
Greater Westfield**

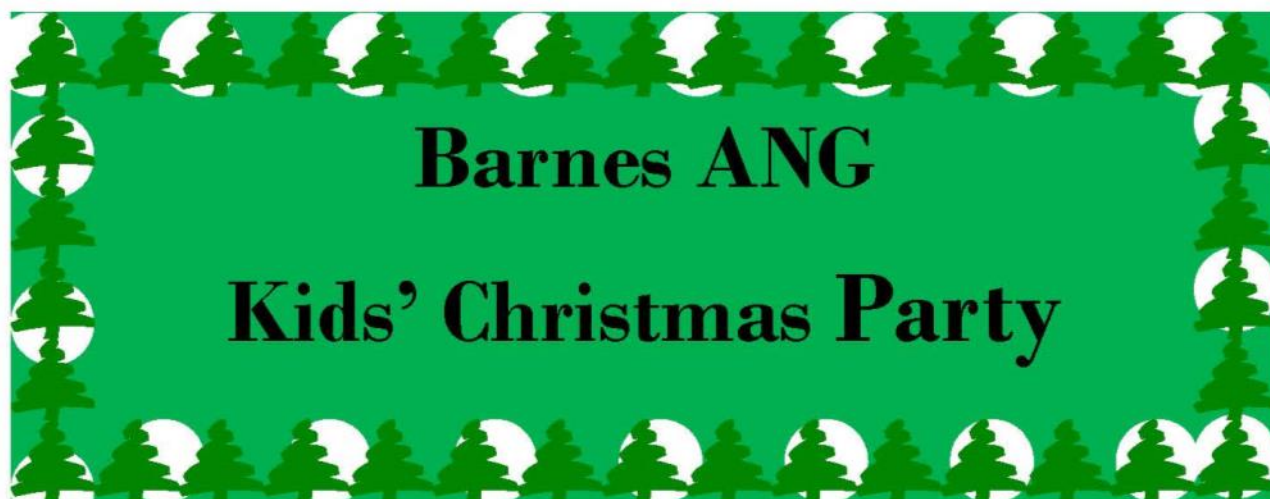
Free breakfast for all Veterans and active Military Personnel!

**If possible please call the Club to reserve a spot at
413-562-2301**



***Sponsored by:* The Boys & Girls Club Of Greater Westfield's**





**Children (ages 10 and
under) are invited to the
Kids' Christmas Party!**

Sunday, December 6, 2015

1:00PM-3:00PM

Dining Facility (Building 3)



Please sign up by November 7. Sign-ups will be available during the November UTA in the Dining Facility or by contacting Lt. Col. Brenda Hendricksen at 413-572-1800 or brenda.c.hendricksen.mil@mail.mil.

***When registering your child, please include their name, age, and gender.**

For Your Information

ESGR FREEDOM AWARD

The Secretary of Defense Employer Support Freedom Award is the highest award given by the U.S. Government to employers for exceptional support of their employees serving in the National Guard or Reserve.



- Nominees represent small (<500 employees), large (>500 employees), and public employers.
- Each year, all states and four territories, as well as all branches of the Service (to include the Coast Guard Reserve), are represented in the nomination process.
- The President signs a proclamation declaring the last full week of August as National Employer Support of the Guard and Reserve Week.
- Employers are nominated by National Guard and Reserve Service member employees.
- The State Committee Freedom Award Selection Board, led by the volunteer ESGR State Chair and chair-appointed volunteers, review all nominations and verify accuracy of the information. The board then decides who will represent their state as a semifinalist.
- 149 employers were named semifinalists this year.
- 30 finalists are announced in approximately April/May.
- No more than 15 recipients are approved by the Secretary of Defense around June.
- The Secretary of Defense presents the 15 awards to recipients at the Pentagon in a ceremony, which is streamed live to an audience of millions.
- Deadline for submissions is Dec. 31, 2015

WALK IN LEGAL ASSISTANCE

The Legal Office provides legal assistance to all ANG members on the following legal deployment related issues: Wills, Powers of Attorney (Family Care Plans), Service members Civil Relief Act, and Employment and Reemployment Rights.

Walk In Hours are available every Saturday RSD from 9a.m.-11a.m. hours. If you are unable to come during this time, please call our office at ext. 1244 to make an appointment. We would be happy to accommodate your schedule.



NOTARY PUBLIC SERVICES ALSO AVAILABLE

Pioneer Valley Club Aircraft Series 2015 Membership Coin



A tribute to the P-47D Thunderbolt flown\ at Barnes ANGB from 1947-1950.

\$10 per coin.



Please see a PVC council member below for your coin.

Master Sgt. Fredette, Master Sgt. Hilton, Master Sgt. Oleksak, Master Sgt. Odell, Master Sgt. Plotniak, Tech. Sgt. Lucas, Senior Airman Gunning, Tech. Sgt. Rodrigues, or Pete Lupacchino

Barber Shop Open



The Barber Shop will be open for the 2015 RSD dates. Enter Building 008, South Entrance.
POC for the Barber Shop operations call: (413) 568-9151, x698-1234.



DPH position available

The position is a GS-12, Title 5 (no military commitment) and the starting salary is GS-12, Step 1 (\$77,362).

The requirements for a qualified individual are:

1. Master in SW
2. Be licensed as an independent Social Worker (LCSW, or LICSW).
3. Have one year of experience using the independent license.

PURPOSE OF POSITION AND ORGANIZATIONAL LOCATION:

The primary purpose of this position is: to provide operational leadership consultation, direct client services, community capacity building, preventive, remedial, and support services aimed at improving and sustaining the psychological health of Air National Guard (ANG) military members and their families. As a part of the ANG Wing Director of Psychological Health (WDPH) Program, the incumbent of this position provides access to a full range of professional services for the populations served. The Air National Guard Psychological Health Program (ANG PHP) will provide consultation to operational leadership on psychological health issues and vertical integration of Military Service and Department of Defense (DOD)-wide psychological health initiatives and population-health monitoring. Clinical and administrative duties focus on outreach, education and prevention, needs-based and psychosocial assessment, diagnosis, short-term problem resolution, and provision of or referral to evidenced-based interventions. Responsibilities include providing: primary, secondary, and tertiary prevention programs, specialty training for ANG health care professionals and other personnel on issues related to the psychological health of Airmen and their families, and multi-level community organization, collaboration, and enhancement. Individuals requiring clinical interventions (i.e., clinical treatment) for other than short-term problem resolution should immediately be referred to an appropriate and competent clinical professional. The ANG PHP will contribute to DoD and Military Service development of a strategic plan for delivery of comprehensive services to support psychological health. It will promote the availability of and access to an adequate continuum of care to ANG members. Additionally, it will ensure clinical mental health services being provided are integrated with other counseling and supportive services at the installation level, and from Federal, State, and territory, as well as military and non-military organizations external to the installation (e.g., Military OneSource, Military and Family Life Consultants, and TRICARE Network).

Legal position available

Position/Title/Grade: Paralegal/E-6

Minimum Grade eligible to apply: None—see below for Special Qualifications

Unit: 104th FW Office of the Staff Judge Advocate

Supervisor: Maj. Christopher Ruscio

Application Deadline: Until filled

POC for more information: Maj. Christopher Ruscio, (413) 568-9151, ext 698-1244, email: christopher.w.ruscio.mil@mail.mil

Technical/Educational background desirable: Prior experience in legal or paralegal work desirable but not mandatory. Ability to multi-task and excellent attention to detail is mandatory. Outstanding interpersonal communications skills, untouchable personal ethics and integrity. Individual must be a self-starter, with exceptional organizational skills and the ability to manage large client loads in high tempo situations.

Duties and Responsibilities: Prepare documents such as wills, powers of attorney, promissory notes, bills of sale, etc. Process correspondence and maintain suspense files. Performs legal research. Process special and general courts-martial proceedings. Process Article 15 and UCMJ actions. Assist with investigations. Examine and process legal actions.

Special Qualifications: Individual must possess a minimum 5-level in any AFSC. Must have a minimum General ASVAB score of 60 preferred and be able to type 25 WPM.

Training: Completion of the Paralegal Apprentice course in residence is mandatory. The course six weeks at Maxwell, AFB, AL.

Application Procedures: Please submit a resume that includes all experience relevant to this position, both civilian and military, as well as a statement as to why you are applying for this position NLT the application deadline to Maj. Christopher Ruscio, Deputy Staff Judge Advocate, 104th FW/JA, Barnes ANGB, 175 Falcon Drive, Westfield, MA 01085. You may also email your resume to christopher.w.ruscio.mil@mail.mil.

PA positions available

The Public Affairs office has two positions available: the full-time Senior Master Sgt. Technician position, and a DSG Staff Sgt. Photojournalist position.

If you are a talented communicator—a writer, photographer, videographer and/or social media guru, please consider a career in public affairs.

This career field transfers well into the civilian sector, specifically for jobs in public relations, marketing and sales.

More details to follow, but please help us to spread the word that we are looking for individuals.

For more information/insight, please contact Lt. Col. Brenda Hendricksen (brenda.c.hendricksen.mil@mail.mil), Maj. Mary Harrington (mharrington01475@yahoo.com) or 1st Lt. Anthony Mutt (Anthony.mutti@ang.af.mil).

Human Resources position available

Position: Wing Human Resource Advisor

Issue date: 3 October 2015

Closing date: 5 December 2015

Location: 104th Fighter Wing, Barnes ANGB

Grade: Current E-8, or immediately promotable E-7

Remarks: Reports to the Wing Commander and Staff.

Length of the initial tour will be for three years.

The HRA positions are funded for Traditional Guard members only.

IAW ANGI 36-2110, Military Technicians and Active Guard Reservists are not militarily compatible nor eligible to fill the HRA position.

DAFSC: HRAs retain their Primary Air Force Specialty Code (PAFSC) within HRA position

Applications received by the 104th Force Support Squadron after 1200 hrs on the closing date will not be accepted and returned to the applicant. Electronic copies will be accepted.

Qualifications

How to apply: Submit a records review rip, military biography, personal letter of intent outlining career goals and objectives, current passing ANG Fitness Test and any letters of recommendation (maximum 3).

Personal interviews: Applicants must be available for an interview.

Applications will be reviewed and qualified applicants will be notified to meet the selection board. Applicants will be notified by phone or email of interview time and place.

Note: This position requires members to perform training at the 104FW. All applicants will receive consideration for this position without regard to race, religion, color, national origin, sex, political affiliation, kinship, and other non-merit factors.

Roles and responsibilities:

The Human Resources Advisor's role is to advise command leadership on issues leading to the enhancement of the organization's culture; promoting opportunities for all ANG members to maximize their individual potential for success without regard to their cultural differences. Human Resources Advisors are responsible for working with key individuals in the human resource process to achieve diversity management objectives within the organization.

Develop and maintain liaison and facilitate team relations with the Wing Commander, Group Commanders, Military Equal Opportunity Officer, Wing Command Chief Master Sergeant (CCM), State CCM, First Sergeants, Recruiters, Retention Office Manager, and Chaplains.

Advise the Wing Commander on issues leading to the enhancement of the organization's culture in the community in which it serves. Assist wing/unit functional managers with developing a personnel force management plan, strategies, and goals to address human resource development and management that results in establishing an organizational environment that enables ANG members to develop their full potential in achieving the ANG's quality and operational performance objectives.

Advisor to the Wing's Enlisted Advisor Council, Chief's Council, and any other council as directed by Wing Commander.

Work with Chief Council on the implementation of a Wing Mentoring Program in the wing.

Develop personnel data templates as tools to identify trends in force management.

Establish workgroups or process improvement teams that assist with recruiting efforts throughout the wing.

Identify methods to assess wing/unit diversity education and training needs for all ANG members to ensure that requirements are in conjunction with the organization's mission and goals.

Assess the wing/unit's performance, recognition, promotion and awards programs and provide feedback to leadership, i.e., commander.

Identify methods to assess how the wing/unit maintains a work environment conducive to well-being and growth of all members.

Establish baselines or mechanisms that identify areas for improvement in diversity education and training.

For a complete listing of Duties and Responsibilities of the Wing HRA please review ANGI 36-2110.

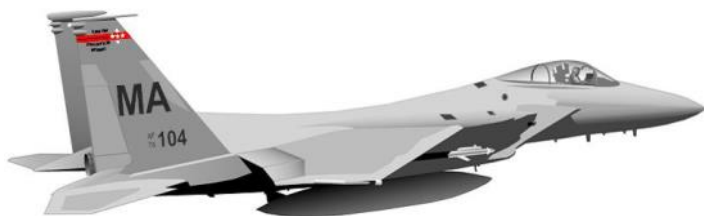
For questions regarding this announcement should be directed to:

CMSgt Andres Huxtable

104 FSS Superintendent

175 Falcon Drive

104FW Barnes ANGB, MA 01085



Religion notes

General Christian Worship on
Saturday, November 7 at 11:15 at the Chapel
(Bldg 12) .

If you need to talk, the Chapel Team will
be out and about. You can also stop in for a
chat at the Base Chapel (Building 12, aka the
Fitness Center) or call ahead at 698-1057.



Congratulations on your retirements

TSgt Michael Pollender	FW	24 Nov 2015
SSgt Sean Canty	LRS	27 Nov 2015
Lt Col Christian Bigelow	MXG	11 Dec 2015
MSgt Jay Salus	MDG	12 Dec 2015
SMSgt Eric Lemoine	LRS	24 Dec 2015
SMSgt Robert Sabonis	FW	31 Dec 2015

Welcome to new members

Steven Feeley	CF	1 Oct
Brian Burke	131FS	2 Oct
Colin Maceachern	SFS	2 Oct
Christopher Byrne	AMXS	16 Oct

CCTV broadcast line up

Channel 9 - Training videos

Morning

0900-0940	Forklift Fundamentals and Ops
0940-1013	Confined Space Awareness
1013-1023	Basic Ladder Safety
1023-1053	Lockout/Tagout
1053-1101	FOD Prevention
1101-1108	Copyright Infringement

Afternoon

1300-1340	Forklift Fundamentals and Ops
1340-1413	Confined Space Awareness
1413-1423	Basic Ladder Safety
1423-1453	Lockout/Tagout
1453-1501	FOD Prevention
1501-1508	Copyright Infringement

Training Video



Promotions

To Senior Airman (E-4)

Kyle Cote	AMXS
Ross Letoile	SFS
Jacob Martinez	AMXS
Kelley McLean	MSG
Vanessa Mesham	AMXS
Gerald Nastari	SFS
Alexander Nielsen	AMXS
Zachary Smola	SFS



To Staff Sgt. (E-5)

Paul Dorn	AMXS
Ari Gunning	CMPTF
Alan Edwards	AMXS
Gregory Pion	AMXS
Dominic Scapin	MXS
Taylor Stedman	AMXS
Jared Turner	CF



To Technical Sgt. (E-6)

Donald Finamore	AMXS
Matthew Kniep	AMXS
Garrett Moulton	MXG
Lindsay Verderber	FSS



To Master Sgt. (E-7)

Michael Gauthier	AMXS
Paul Levesque	AMXS
Ryan Shea	FSS



To Senior Master Sgt. (E-8)

Tina Dimino-Frazer	FSS
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WHAT'S FOR LUNCH?

Saturday - 1100-1300

THANKSGIVING HOLIDAY MEAL

*10 Veterans from the Holyoke Soldier's Home will join us for lunch promptly at 1100. Please take a moment to chat with them and thank them for their service.

Soup – French onion or chicken w/wild rice
Entrée – Roast turkey or ham or vegetarian stuffed shells, stuffing, rolls
Starch – Mashed potato
Vegetables – Corn
Desserts – Assorted
Salad bar
Short Order – No short order today
AGR & Officer Meal Rate \$9.05.

Sunday - 1100-1300

Soup – Vegetable beef barley or clam chowder
Entrée – Salisbury steak or baked pollock, rolls
Starch – Macaroni and cheese or rice
Vegetables – Peas & carrots
Desserts – Assorted
Salad Bar
Short Order – Burgers, cheeseburgers, veggie burgers, grilled chicken sandwich, fries

AGR & Officer Meal Rate \$5.55



Join Us For Our Fall

FRG



Pasta Dinner

Thursday, November 12, 2015

4:30PM-7:00PM

Dining Facility, Building 3

Donations of non-perishable food items will be accepted to help stock the USO Food Pantry.



Bring your families and enjoy a night out with a free pasta dinner while you visit with other unit members.

*Takeout will not be available, however meals will be provided for members working on base during the event.

MASSACHUSETTS AIR NATIONAL GUARD

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175 Falcon Drive, Westfield, MA 01805

www.104fw.ang.af.mil

www.westfieldairshow.net

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PRIDE,
PROFESSIONALISM,
PATRIOTISM

We're on the Web

WWW.104FW.ANG.AF.MIL

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